

**Libraries = Learning Organizations**  
**Online Conference Sponsored by the Idaho Commission for Libraries**  
**May 14, 2009 ~ 9 AM – 12 Noon**

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**Request for Proposal: Online Workshops**

**Introduction:**

The Idaho Commission for Libraries will be hosting its first online conference on May 14, 2009. The theme is Libraries = Learning Organizations. Along with a keynote, there will be two breakout sessions during which 2 simultaneous 20 minute workshops will be presented.

*Definition of learning organization*

*An organization, characterized by a flat structure and customer-focused teams, that acquires knowledge and innovates fast enough to survive and thrive in a rapidly changing environment. Learning organizations (1) create a culture that encourages and supports continuous employee learning, critical thinking, and risk taking with new ideas, (2) allow mistakes, and value employee contributions, (3) learn from experience and experiment, and (4) disseminate the new knowledge throughout the organization for incorporation into day-to-day activities.*

Links for further information about learning organizations:

[How's Your Learning Culture?](#) Marcia L. Conner

[Creating a Culture of Learning](#) – Lori Reed Webinar

[Transitioning to the Learning Organization](#) – Joan Giesecke  
(found in LiLI Database Proquest Central)

**Training Purpose:**

To encourage Idaho libraries and library staff to consider themselves learning organizations and what that means to their libraries and communities.

**Training Outcomes:**

**By the end of the conference, participants will:**

- Understand the definition of a learning organization and how it relates to their individual library
- List at least two talking points to communicate the value of a learning organization to their stakeholders
- Identify strategies to foster a learning organization environment

For more information contact Idaho Commission for Libraries -- 1-800-458-3271:

- Shirley Biladeau at [shirley.biladeau@libraries.idaho.gov](mailto:shirley.biladeau@libraries.idaho.gov) or 208-639-4149
- Erin McCusker at [erin.mccusker@libraries.idaho.gov](mailto:erin.mccusker@libraries.idaho.gov) or 208-639-4142

Proposals Due: March 13, 2009

Presenters notified by March 20, 2009

Sound Check & Practice: May 13, 2009

*Complete and submit proposal information as requested on reverse side.*

***Great opportunity to share your best practices with the Idaho Library Community.***

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**Request for Proposals:**

ICFL is now accepting proposals for presentations from the Idaho Library Community. Ideas for topics:

- Best Practices – Libraries as Learning Organizations
  - Buy-in by stakeholders – how do you change people’s mental models so that new ideas can take root?
  - Creating a shared vision
  - Team learning – sharing what an individual learns with others so that the knowledge is disseminated
  - Learning from mistakes
  - Personal mastery – taking responsibility for learning/ motivating self
- Developing talking points for libraries as learning organizations
- Customer Service
- Professional Development for staff, trustees
- Competencies as related to job descriptions
- Organizational communication
- Dealing with change
- Employee recognition
- Team building
- Empowerment
- Implementing new ideas into daily work processes
- Organization management / structure / role responsibility

**Requirements for Sessions:**

- Interactive, experiential 20 minute session using Wimba web conferencing tool
- 10 minutes of content and 10 minutes of activity including discussion and Q & A
- Based in best practices aligned with above definition of a learning organization
- PPT slides/electronic handouts due to ICFL by May 1

Presenter \_\_\_\_\_

Topic / Title of session \_\_\_\_\_

Learning Objective: \_\_\_\_\_

Brief Overview of Session (include proposed activities): \_\_\_\_\_

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Contact Information:

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

